Ergonomic Solutions for Return to Work

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Accommodation Assessment

- Employee Characteristics
  - Age, gender, medical conditions and considerations
  - Anthropometrics, strength, endurance, sensory status (visual, tactile, perception), range of motion
- General Work Information
  - Job title, length of workday, daily break schedule
  - Administrative arrangements (job rotation, flex schedules)
  - Length of time of particular task or job

Task Assessment

- Task Information
  - Task description, objective, percent of day spent in task, task pacing (continuous, intermittent, machine paced, self paced)
  - Flow charts
  - Process diagrams
- Product
  - Product weight, dimensions
  - Production rate and quotas
  - Error rate and any error penalties

Components of Work Environment

- Workstation and physical environment features
  - Bench, chair, checkout stand, workstation, shelves, stools, mats, storage bins, tables
  - Controls, displays, lighting, noise level, temperature
- Task features
  - Autonomy, job content (simple, routine, complex, variable)
- Tools, equipment, container features
  - Assembly parts, boxes, components, handtools, keyboards, machines, power tools

Return to Work – Special Considerations

- Force requirements
- Range of motion
- Endurance
- Perceptual
  - Visual
  - Sensory
- Reaction time
- Information processing
  - Situational awareness

Questions??